



Norwalk Police Department Annual Report 2015



HISTORY OF THE NORWALK DEPARTMENT OF POLICE SERVICE

The Norwalk Police Department, as it exists today, was organized in October 1913 following an election by which the former cities of Norwalk and South Norwalk were consolidated into the present City of Norwalk. The new Department succeeded the original department and constabulary that had previously existed.

William R. Pennington, who had been chief of the South Norwalk Police Department, was elected by the Common Council as the first chief of the consolidated department. Thomas R. Leatherland who had been chief of the former Norwalk Police Department was named to head the Detective Bureau with the rank of Detective Sergeant. Captain's Thomas E. Hunt of Norwalk and Harry J. Gibson of South Norwalk were named Sergeants.

From 1913 to 1927 the Department was under control of the Common Council, one member of which was Chairman of the Police Committee. In 1927, the Board of Public Safety was created and took over the management of both Police and Fire Departments.

The officers patrolled the city on foot until 1920 when the first piece of motorized apparatus was purchased, a motorcycle first ridden by the late Officer Jarvis S. Murray. The first police cruiser was a Model T Ford purchased in 1925. Police cruisers have evolved and are still in use today. Motorcycles were discontinued in 1932 and reintroduced in 2012 with the addition of three Harley Davidson motorcycles. From the original Model T, the department fleet has grown to today's present size of 63 marked vehicles and 39 unmarked vehicles, prisoner transport van, a mobile crime scene truck, mobile police precinct, emergency services vehicle, four wheel drive Patrol vehicles, 2 Animal Control vehicles, a pick-up truck, 3 police boats, 5 police mountain bikes and one Segway. Two-way radios were installed in the police cars in 1941. Prior to that time officers used call boxes to receive calls for service. The marked Patrol vehicles now have computers with direct access to the Department's computer system and Communications. Today's force consists of 176 sworn officers, 15 civilian personnel, 22 Communications Dispatchers and 4 police dogs.

Chief Pennington retired in 1933 and was succeeded by Chief Jerry Dorney. In 1936, the department management was again changed when the Board of Police Commissioners was created and appointed to manage the department. The three member Police Commission is comprised of the Mayor and 2 of his appointee's and it is responsible for the overall management of the department. The Police Commission conducts its regular business meetings on the third Monday of each month.

Since the department's inception in 1913, 4 members have been killed in the line of duty. They are; Sergeant Frank Stratton killed 10/13/30; Sergeant Nicolas Fera killed 7/29/71; Patrolman Sherrold Gorton killed 6/20/62 and Patrolman Marco Carias killed 3/20/82

HOW TO REACH THE POLICE DEPARTMENT

EMERGENCY Police - Fire - Ambulance	911
ROUTINE CALLS	203-854-3000
Administrative Services	203-854-3020
Chief of Police	203-854-3001
Chief's Office Administrator	203-854-3054
Community Policing Supervisor	203-854-3004
Community Services/Crime Prevention	203-854-3074
Communications/Dispatch Supervisor	203-854-3098
Deputy Chief of Police - Operations	203-854-3002
Deputy Chief of Police – Administration	203-854-3053
Desk Officer – Front Desk	203-854-3051
Detective Bureau	203-854-3011
Detective Bureau Supervisor	203-854-3027
Internal Affairs & Professional Standards	203-854-3007
Headquarters Division Lieutenant	203-854-3052
Patrol Supervisor (1 st Platoon - nights)	203-854-3058
Patrol Supervisor (2 nd Platoon - days)	203-854-3059
Patrol Supervisor (3 rd Platoon - evenings)	203-854-3060
Planning, Research & Accreditation	203-854-3015
Property Division	203-854-3063
Records	203-854-3009
Recruitment & Training	203-854-3003
Special Services - Narcotics	203-854-3012
Special Victims Unit	203-854-3042

Norwalk Department of Police Services
One Monroe Street
Norwalk, CT 06854

City of Norwalk
Board of Police Commissioners

Honorable Harry W. Rilling
Mayor

Fran Collier-Clemmons
Commissioner

Charles L. Yost
Commissioner

The Board of Police Commissioners is made up of the Mayor and two mayoral appointments.

The board has overall authority over the operation of the Police Department and also serves as the City's Traffic Authority. Meetings for 2016 are scheduled on the third Monday of each month to start at 4:15 p.m.

Norwalk Police Department Command Staff

Chief Thomas E. Kulhawik

Chief of Police

A veteran of 33 years, Chief Kulhawik was appointed in July 2012

Deputy Chief Susan Zecca

Deputy Chief of Police – Operations

A veteran of 28 years, Deputy Chief Zecca was appointed in March 2013

Deputy Chief Ashley Gonzalez

Deputy Chief of Police – Administration

A veteran of 28 years, Deputy Chief Gonzalez was appointed in July 2015

Chief's Executive Assistant

Ms. Madeline Randall

Patrol Operations

First Platoon

Lt. Thomas Roncinske
Sgt. Jeffrey Proudfoot
Sgt. Jason Scanlan
Sgt. David Orr
Sgt. Garrett Kruger
Sgt. Peter White

Second Platoon

Lt. Paul Resnick
Sgt. Drew Sedlock
Sgt. Frank Reda
Sgt. Joseph Dinho
Sgt. Bruce Hume
Sgt. James Belmont

Third Platoon

Lt. David O'Connor
Sgt. Dean Russo
Sgt. Joseph Moquin
Sgt. Shannon Sherry
Sgt. Rafael Fonseca
Sgt. Gregg Scully

Marine Division

Sergeant Peter Lapak
Officer Michael Silva

Community Police Unit

Sergeant Thomas Fern
Officer Russell Ouellette
Officer David Vetare
Officer Hector Delgado
Officer John Haggerty – Motorcycle Traffic Unit
Officer Jon Zavitz – Motorcycle Traffic Unit

Specialized Units

K-9 Unit

Sergeant Frank Reda
Officer David Peterson
Officer Garrett Kruger
Officer Richard Montanez

Mountain Bike Unit

Sergeant Thomas Fern

Emergency Services Unit

Lieutenant Thomas Mattera
Lieutenant Brian Cunningham

Investigative Services

Detective Bureau

Lieutenant Thomas Mattera

Sgt. Salvatore Calise	Sgt. Stefanos Kalmanides	Sgt. Lee Young
Det. Ryan Evarts	Det. Lou Giannattasio	Det. Dominick Cisero
Det. David Hudyma	Det. Daniel Serio	Det. Justin Bisceglie
Det. John Taranto	Det. Dan Fitzmaurice	Det. Courtney Downer
Det. Christopher Imparato	Det. Jared Zwickler	Det. John Bell
Det. Nikolas Kougioumtzidis		

Fraud Unit

Detective William Maloney

Special Services Unit

Lieutenant James Walsh
Sergeant Frank Reda

Officer Mark Suda	Officer Jean-Max Sixto	Officer Steven Luciano
Officer Anthony DePanfilis	Officer Adam Mulkern	Officer Julio Rodriquez
	Officer Stephen Cowf	

Special Victims Unit

Lieutenant William Lowe

Det. James Thompson	Det. Timothy Marquis	Det. Kristina Lapak
Det. Nathaniel Paulino	Off. Maggie Thompson	Off. Vidal Gonez
Off. Freddie Kellogg	Off. Patrick English	Off. Jeremy Salley
Off. Jermaine Nash	Off. Thomas Kalamaras	Off. Filipe Taborda
	Off. Cornell Abruzzini	

Identification Unit

Lieutenant Arthur Weisgerber
Sergeant Alex Tolnay
Ms. Evelyn Afable

Community Services

Lieutenant Terrence Blake
Sergeant Sophia Gulino
Officer Cesar Ramirez
Officer Christopher Holms

Professional Standards Unit

Lieutenant Paul Vinett – Internal Affairs
Lieutenant Melissa Lepore – Accreditation

Training and Recruitment

Lieutenant Brian Cunningham
Officer Ronald Spagnuolo
Officer Corey Vento

Administrative Services

Mr. Michael Docimo

Fiscal Services

Ms. Jeanne Rilling
Ms. Juanita Sanford
Ms. Kristen Mackey
Ms. Sheri Gradia

Records and Data Entry

Ms. Nancy Acevedo
Ms. Iliana Navarro
Ms. Lynn Sullivan
Ms. Mary Lina Baez

Support Services

Communications

Lieutenant Praveen John

Headquarters Unit

Lieutenant Marc Lepore

Building Maintenance

Mr. William Flynn

Property Unit

Officer Scott Anderson

Ms. Nilsa Llantín

Court Liaison

Officer William Zavodjancik

Complaint Bureau

Officer Yolanda Ramos

Animal Control

Animal Control Officer Rick Duddie

Animal Control Officer Robert Sirico

Mr. Eddie Thivierge

NORWALK POLICE DEPARTMENT

SENIORITY LIST

	<u>RANK</u>	<u>NAME</u>	<u>APPOINTED</u>	<u>RANK APPOINTED</u>
1.	Chief	Kulhawik, Thomas	07-29-83	07-12-12
1.	Deputy Chief	Zecca, Susan	07-07-88	03-22-13
2.	Deputy Chief	Gonzalez, Ashley	10-27-88	07-16-15
1.	Lieutenant	Resnick, Paul	10-10-83	11-22-01
2.	Lieutenant	Lowe, William	10-27-88	02-21-07
3.	Lieutenant	Cunningham, Brian	10-15-92	10-02-08
4.	Lieutenant	Mattera, Thomas	09-25-80	10-02-08
5.	Lieutenant	John, Praveen	09-23-91	07-23-09
6.	Lieutenant	Vinett, Paul	11-14-85	08-06-09
7.	Lieutenant	Weisgerber, Arthur	09-19-88	08-02-12
8.	Lieutenant	Walsh, James	07-07-88	08-02-12
9.	Lieutenant	Lepore, Marc	05-09-96	09-06-12
10.	Lieutenant	O'Connor, David	07-10-86	03-22-13
11.	Lieutenant	Lepore, Melissa	10-01-98	10-31-13
12.	Lieutenant	Roncinske, Thomas	04-10-89	02-27-15
13.	Lieutenant	Blake, Terrence	10-01-98	07-16-15
1.	Sergeant	Lapak, Peter	03-02-78	08-16-99
2.	Sergeant	Hume, Bruce	03-05-81	11-30-00
3.	Sergeant	Moquin, Joseph	11-18-93	03-27-03
4.	Sergeant	Young, Lee	10-15-92	04-21-08
5.	Sergeant	Kalmanides, Stefanos	04-29-99	08-20-08
6.	Sergeant	Sedlock, Drew	11-27-00	10-02-08
7.	Sergeant	Proudfoot, Jeffrey	01-09-97	08-06-09
8.	Sergeant	Fern, Thomas	03-08-90	01-27-11
9.	Sergeant	Calise, Salvatore	08-01-96	06-23-11
10.	Sergeant	Reda, Frank	11-18-93	10-20-11
11.	Sergeant	Gulino, Sofia	07-15-04	04-19-12
12.	Sergeant	Russo, Dean	11-18-93	08-02-12
13.	Sergeant	Scanlan, Jason	11-27-00	09-06-12
14.	Sergeant	Dinho, Joseph	10-18-07	03-22-13
15.	Sergeant	Fonseca, Rafael	11-27-00	04-01-13

Revised: March 11, 2016

175 SWORN OFFICERS

NORWALK POLICE DEPARTMENT

SENIORITY LIST

	<u>RANK</u>	<u>NAME</u>	<u>APPOINTED</u>	<u>RANK APPOINTED</u>
16.	Sergeant	Tolnay, Alex	04-29-99	10-31-13
17.	Sergeant	Scully, Gregg	04-29-99	10-31-13
18.	Sergeant	Markert, Kevin	09-30-04	01-27-14
19.	Sergeant	Sherry, Shannon	09-30-04	04-24-14
20.	Sergeant	Orr, David	07-19-01	04-24-14
21.	Sergeant	Kruger, Garrett	09-22-05	02-27-15
22.	Sergeant	White, Peter	11-18-93	02-27-15
23.	Sergeant	Zwickler, Jared	02-05-10	07-16-15
24.	Sergeant	Paulino, Nathaniel	02-16-06	01-26-16
25.	Sergeant	Mosher, James	07-15-04	01-26-16
1.	Detective	Maloney, William	07-21-83	01-26-89
2.	Detective	Thompson, James	07-07-88	09-21-06
3.	Detective	Marquis, Timothy	11-27-00	10-02-08
4.	Detective	Giannattasio, Louie	02-25-99	03-25-10
5.	Detective	Evarts, Ryan	05-18-06	03-25-10
6.	Detective	Cisero, Dominick	09-30-04	06-23-11
7.	Detective	Lapak, Kristina	02-25-99	06-23-11
8.	Detective	Hudyma, David	07-15-04	12-22-11
9.	Detective	Serio, Daniel	04-17-08	09-06-12
10.	Detective	Bisceglie, Justin	04-03-08	10-18-12
11.	Detective	Taranto, John	07-15-04	10-31-13
12.	Detective	Imparato, Christopher	02-05-09	04-24-14
13.	Detective	Fitzmaurice, Daniel	09-30-04	04-24-14
14.	Detective	Downer, Courtney	09-25-99	10-23-14
15.	Detective	Bell, John	08-08-07	02-27-15
16.	Detective	Mulkern, Adam	09-04-09	07-16-15
17.	Detective	Kougioumtzidis, Nikolaos	02-16-06	07-16-15

NORWALK POLICE DEPARTMENT

SENIORITY LIST

<u>OFFICER</u>	<u>APPOINTED</u>	<u>OFFICER</u>	<u>APPOINTED</u>
1. Zavodjancik, William	07-23-81	41. DeLallo, Richard	10-04-07
2. Thompson, Maggie	11-14-85	42. Kalamaras, Thomas	10-04-07
3. Smith, Hubert	06-11-87	43. Lovallo, Bruce	01-17-08
4. Silva, Michael	08-21-87	44. English, Patrick	01-17-08
5. Curry, Robert	08-21-87	45. Rodriguez, Julio	04-03-08
6. Ramos, Yolanda	10-08-87	46. Monteleone, Domenic	04-03-08
7. Palmer, Ronald	10-08-87	47. Castaldi, Robert	04-17-08
8. Ramirez, Cesar	10-08-87	48. McSally, Michelle	12-05-08
9. Fludd, Kenny	03-10-88	49. Sefcik, Daniel	02-05-09
10. Roselle, Phillip	03-10-88	50. Montañez, Richard	02-05-09
11. Williams, Carl	04-21-88	51. Van Rensburg, Francois	02-05-09
12. Bolling, Irving	04-21-88	52. Lipeika, Kyle	02-05-09
13. Tiani, Larry	09-19-88	53. Matsen, William	02-05-09
14. Lee, Melissa	04-10-89	54. Smith, Terrance	02-05-09
15. Cote, Michael	11-02-89	55. Proto, Louis	02-05-09
16. Ouellette, Russell	09-23-91	56. Salley, Jeremy	02-05-09
17. Daley, George	10-15-92	57. Sgritta, Christopher	10-13-09
18. Vetare, David	10-15-92	58. Zavitz, Jon	10-13-09
19. Kovlakas, Anastasios	10-15-92	59. Capela, Christina	10-13-09
20. Delgado, Hector	11-18-93	60. Blasko, Timothy	10-31-09
21. Billingslea, Monica	11-18-93	61. Nash, Jermaine	02-05-10
22. Suda, Mark	11-18-93	62. Anderson, Scott	03-25-10
23. Spagnuolo, Ronald	11-18-93	63. Velazquez, Ramon	10-14-10
24. Jaeger, Stephen	04-04-96	64. Luciano, Steven	10-14-10
25. Deak, Bryan	01-09-97	65. Taborda, Felipe	10-14-10
26. Haggerty, John	01-09-97	66. Dascola, Nicholas	10-19-10
27. Holms, Christopher	01-09-97	67. Sullivan, Thomas	02-07-11
28. Sixto, Jean-Maxime	01-09-97	68. Mogollon, Javier	02-07-11
29. Nieves, David	02-25-99	69. Robertson, Neil	02-07-11
30. DePanfilis, Anthony	02-25-99	70. Serrano, Luis	02-07-11
31. Vento, Corey	11-27-00	71. Shoenthal, Kevin	04-07-11
32. Boyd, Tyrone	11-27-00	72. DeMott, Gabriel	04-07-11
33. Goñez, Vidal	09-30-04	73. Mancini, Michael	07-07-11
34. Peterson, David	07-28-05	74. Barrett, Brian	07-07-11
35. Mancini, Andrew	12-22-05	75. Zwillich, Robert	07-07-11
36. Sellas, Michael	07-06-06	76. Holmes, Richard	09-30-11
37. Wright, James	03-08-07	77. Lee, Owen	11-10-11
38. Paulemon, Shoubert	06-14-07	78. Sura, John	11-10-11
39. Wasilewski, Christopher	08-09-07	79. Abruzzini, Cornell	01-17-12
40. Collins, Brendan	08-09-07	80. Busch, David	01-17-12

NORWALK POLICE DEPARTMENT

SENIORITY LIST

<u>OFFICER</u>	<u>APPOINTED</u>
81. Dimeglio, Michael	01-17-12
82. Versace, Kevin	03-30-12
83. Ribisl, Richard	03-30-12
84. Geismar, David	04-09-12
85. Wargo, Paul	04-09-12
86. Podgorski, Tomasz	06-28-12
87. Hollister, Kelly	06-28-12
88. Pugliese, Michael	09-20-12
89. Frattaroli, Joseph	10-01-12
90. Tejada, Ramon	10-01-12
91. Green, Andrew	10-25-12
92. Bryce, Akeem	12-20-12
93. Del Pino, Anthony	12-20-12
94. Martino, Joseph	01-31-13
95. Cowf, Stephen	02-28-13
96. Figueroa, Nelson	04-03-13
97. Lazarides, Georgia	05-02-13
98. Nyquist, Matthew	07-25-13
99. Singh, Taranjit	07-25-13
100. Garbera, Theodore	08-29-13
101. Petrafesa, John	01-23-14
102. Gay, Elizabeth	01-23-14
103. Prada, Kimberly	01-23-14
104. Vazquez, Daniel	01-23-14
105. Haddy, Kelly	06-26-14
106. Roncinske, Andrew	06-30-14
107. Macaluso, Joseph	10-14-14
108. Arvanitakis, Konstantine	03-26-15
109. Colletto, Jake	03-26-15
110. Silva, Jose	03-26-15
111. Lusniak, Jason	09-03-15
112. Torresos, Keith	09-25-15
113. Aldarondo, Raul	10-19-15
114. Claver-Obinna, Kennedy	10-19-15
115. Gonzalez, Edgar	12-28-15
116. Laudano, Sara	12-28-15
117. Taylor, Lindsey	12-28-15

175 SWORN OFFICERS

2015 Personnel Changes

New Officers

1. Off. Konstantine Arvanitakis	03-26-15
2. Off. Jake Colletto	03-26-15
3. Off. Jose Silva	03-26-15
4. Off. Jason Lusniak	09-03-15
5. Off. Keith Torres	09-25-15
6. Off. Raul Aldarondo	10-19-15
7. Off. Kennedy Claver-Obinna	10-19-15
8. Off. Robert Papay	10-19-15
9. Off. Edgar Gonzalez	12-28-15
10. Off. Sara Laudano	12-28-15
11. Off. Lindsey Taylor	12-28-15

Retirements

1. Lt. Timothy Murphy	02-26-15
2. Off. Michael Price	03-20-15
3. DC David Wrinn	03-31-15
4. Off. Paul Larsen	06-29-15
5. Off. Michael Bauer	07-28-15
6. Sgt. James Belmont	12-31-15

Promotions

1. Lt. Thomas Roncinske	02-27-15
2. Sgt. Garrett Kruger	02-27-15
3. Sgt. Peter White	02-27-15
4. Det. John Bell	02-27-15
5. DC Ashley Gonzalez	07-16-15
6. Lt. Terrence Blake	07-16-15
7. Sgt. Jared Zwickler	07-16-15
8. Det. Adam Mulkern	07-16-15
9. Det. Nikolaos Kougioumtzidis	07-16-15

Resignations

1. Off. Matthew Policastro	01-08-15
2. Off. Robert Papay	11-14-15

Terminations

1. Off. Anthony Santo	03-09-15
-----------------------	----------

Deaths

1. Retired Special Normand Maurice	08-10-15
------------------------------------	----------

2015 Personnel Change

Civilian Personnel

Civilian Hires

- | | |
|----------------------------|----------|
| 1. Dispatcher Matthew King | 05-19-15 |
| 2. Dispatcher Devin Ford | 10-20-15 |

Civilian Deaths (Retired)

- | | |
|---------------------|----------|
| 1. Lucille Esposito | 11-06-15 |
|---------------------|----------|

Civilian Resignations

- | | |
|-------------------------------|----------|
| 1. Dispatcher Adam Japha | 08-30-15 |
| 2. Dispatcher Matthew King | 09-03-15 |
| 3. Dispatcher Michael Plavcan | 09-08-15 |

2015 OFFICERS OF THE MONTH

MONTH	NAME	SYNOPSIS
January	No nominations received!	
February	Sgt. Garrett Sgt. Kruger Off. Kelly Haddy Case # 15-5036	This incident involves the arrest of a Stamford resident who committed a robbery at the Shorehaven Mobil Gas Station on East Avenue in Norwalk on February 5, 2015. The suspect was armed with a realistic facsimile firearm which he attempted to discard. After a brief foot pursuit, he was captured and arrested.
March	Off. Mark Kucky Case # 15-9041	Stabbing incident on South Main & Grove Street March 3, 2015 at 2:45pm. Officers arrived to find two women fighting in the middle of the street with a crowd of people around them. Officer Kucky noticed a male subject having difficulty breathing and found that he had stab wounds to the chest and abdomen. Officer Kucky treated the wounds and applied pressure to stop the bleeding until paramedics arrived.
April	Off. Kyle Lipeika Case # 15-17807	On April 26, 2015, officers responded to a shooting in the area of Lexington Avenue. With a description of the perpetrator, the license plate of his vehicle and video documentation, Officer Lipeika quickly relayed the information to headquarters. The suspect was stopped by State Troopers and Westport officers on I-95. A loaded Smith and Wesson .32 caliber revolver with three spend casings in the cylinder were recovered.
May	Det. Tim Marquis Case # 14-22381	This incident involves a yearlong investigation into a suspicious death of a five month old baby. Due to his perseverance and expertise, Detective Marquis determined it to be a homicide. On May 18, 2015, the father of the baby was arrested on two felony charges; Manslaughter in the 2 nd Degree and Risk of Injury to a Minor.
June	Off. Richard Montañez Off. Francois Van Rensburg Case # 15-27196	On June 20, 2015, Officers Montañez and Van Rensburg were assigned to a robbery in the Walgreens parking lot on West Avenue. In route, they noticed a man walking who fit the description but wearing different clothing. After viewing a photo of the perpetrator they realized it was the same man. They responded back to the area and arrested him.
July	Off. Kyle Lipeika Case # 15-31425	While working selective enforcement in the area of Roodner Court, Officer Lipeika noticed a male in the area known to carry guns, affiliate with gangs, and who he knew did not reside in the area. After a field interview and pat down, Officer Lipeika found a loaded firearm with one round in the chamber and another in the cylinder of the subject's waistband.

August	Off. James Mosher Off. Brandon Collins Off. Richard Montañez Off. Paul Wargo Case # 15-34070	This incident is in reference to the arrest of two gang members during a motor vehicle pursuit where a .32 caliber handgun was recovered on August 1, 2015 in the area of Roodner Court.
August	Off. Mark Suda Off. Kyle Lipeika Case # 15-38151	On August 23, 2015, officers were working a DUI selective enforcement assignment when they observed two individuals in a vehicle driving erratically. Officers pulled the vehicle over, searched the individuals and recovered a bag of marijuana and a .32 caliber semi-automatic. The subject provided a full confession detailing how and where he came into possession of the firearm.
September	Off. Russell Ouellette Off. Mark Suda Off. Vidal Goñez Off. Richard Delallo Case # 15-43688	During one of the worst storms of the season the evening of September 26, 2015, officers responded to a report of a sinking boat off the shore of Shea Island. Encountering high winds, rough seas and waves averaging 5 feet, the officers were able to help save nine adults and two children.
October	Off. David Nieves Off. Daniel Sefcik Off. Owen Lee Off. David Geismar Case # 15-46909	While working a DUI Enforcement checkpoint, Detective Mosher stopped an individual for a motor vehicle violation and recovered a .38 caliber revolver, thirty rounds of ammunition and two bags of marijuana. The individual arrested was found to have an extensive criminal history ranging from the states of Tennessee and New York.
October	Sgt. Peter White Off. Hector Delgado Case # 15-47803	This incident involves an attempted suicide on Van Zant Street on October 23, 2015. Under Sergeant White's supervision, Officer Delgado communicated with the Spanish speaking male who was despondent over his brother's death and was threatening to take his own life. Officer Delgado counseled the individual and was able to persuade him to put the knife down.
October	Off. Mark Suda Off. Brian Barrett Case # 15-48249	On October 26, Officers Suda & Barrett located a subject who was wanted by the Detective Bureau on several felony charges. The subject was also a suspect in a recent shooting. The officers pulled the vehicle over and after a minor struggle, took him into custody. A .357 magnum revolver loaded with hollow point rounds was recovered.
November	Off. Mark Suda Off. Brian Barrett Case # 15-20464	Officers Suda and Barrett conducted a long term investigation into illegal operations at the Office Café in East Norwalk. The investigation resulted in the issuance of 36 arrest warrants and the enforcement of a nuisance abatement action. Arrests were made for prostitution, illegal narcotics and organized crime activity.
December	Off. David Busch Off. Kimberly Prada Case 3 15-54766	On December 9, 2015 officers responded to a report of a woman threatening suicide by jumping off the Fairfield Avenue bridge overlooking I-95. The officers continued their search until she was located at the Stuart Avenue bridge. Officers Busch and Prada were able to convince the distraught woman to come down from the bridge without harming herself.

2015 Use of Force Review

Norwalk Police Directives 11.1 inclusive governs the use of force by department sworn personnel. This analysis of use of force incidents, policies and procedures is being completed in compliance with Directive 11.1.13. When there is a use of force, officers in addition to routine police reports are required to file NPD form 072, Response to Resistance and Aggression report. This report is reviewed by the officer's supervisor and forwarded up the chain of command to the Chief's office. The reports and supervisor's recommendations are reviewed by the Deputy Chief to determine if the Use of Force is appropriate or needs further review. If the Use of force needs further review, it is forwarded to the Chief of Police with recommendation. Once reviewed all Use of Force reports are filed with the Professional Standards Division. A spreadsheet of all Use of Force incidents is kept for tracking purposes and used in compiling this analysis.

Incident Analysis

In 2015, force was used two hundred and three (203) times during one hundred and two (102) distinct incidents. This is down dramatically from the last two years where force was used three hundred four (304) and two hundred seventy two (272) times respectively. A use of force report is completed and tracked for each officer on scene who applies any type of force.

In many cases multiple officers at a scene will use force on the same or different subjects. Each officer whom uses force completes a separate Response to Resistance and Aggression report for each subject they use force on. At times the same officer may use force on multiple subjects during an encounter, such as pointed their firearm at multiple subjects. Seventy-two (72) individual officers used force during 2015. Arrests were made of the subjects in eighty-two (82) of the one-hundred and two (102) incidents. In the vast majority of the incidents where the subject was not arrested, the subject was emotionally disturbed and in need of medical intervention.

Force is used the most on the third platoon with forty five (45) incidents, closely followed by thirty nine (39) incidents on the first platoon. Since the third platoon has the highest activity rate, it is expected that it would also have the highest use of force rate. Additionally, since almost a third of the incidents involve intoxication, it is expected that the first platoon would have a high number of incidents as many of the incidents on first platoon occur around bar closing. Since many incidents involve intoxication, the percentage of use of force on this platoon is reasonable. Second platoon has the lowest amount of incidents at eighteen (18).

As part of this review I evaluated the number of use of force incidents by individual officer and reviewed those with seven or above applications of the use of force during the year. Of these officers, four were found to have assignments or previous assignments that would put them in position where they would be more likely to require the use of force. The higher incidence of use of force by these officers is due to the fact that they are very proactive and target crimes where weapons are common. Narcotic trafficking often involves weapons which necessitates the quicker reaction and use of force with non compliant subjects. Some of these incidents also involved the suspects attempting to conceal or destroy the narcotics. Each individual use of force for those officers with the highest number of incidents were reviewed again as part of this analysis. The greatest number of use of force by an individual officer for the year was 16. It should be noted that the largest number of these incidents occurred during July through September. The officer is an active officer who puts himself in the position to assist other officer where safety is a concern. A close review of this officer's use of force found that although they were within policy, it was felt that tactics and tools may have been better utilized. As a result he was counseled informally and the use of force continuum, as well as the various tools available were also reviewed. This was done proactively to ensure he is avoiding the use of force when possible. The collection and review of the raw data does not indicate any pattern or inappropriate use of force by officers.

Type of force Analysis

Approximately forty three percent (43%) of the applications of force are physical, which is consistent with previous years. Thirty percent (30%) of the force used is related to the Taser which is also similar to percentages of the previous year. This year, the Taser usage was broken down into three categories to delineate Taser prong deployment, drive stun or only pointed at a subject. Previously the usage was only broken into stun or pointed. The total usages of force are broken down as follows:

Physical force was used eighty eight (88) times, firearms pointed forty seven (47) times, OC spray used four (4) times, Baton used three(3) times and Taser used sixty one (61) times. The Taser usages are broken down as follows the prongs were deployed twenty eight (28), six (6) were dry stuns, and twenty seven (27) times the taser was only pointed and not deployed. There were no Canine bites this year which is down from the three last year. Where multiple types of use of force are used, the data is collected to show what would be considered to be the highest level of force used by each officer for the incident.

The use of the baton rose this year from no usages last year, showing the continued need for this tool although used infrequently. The majority of the drop in use of force is in physical, hands on tactics. This would suggest that the Taser and other tools are being utilized to gain compliance rather than hands on tactics. This is consistent with our policy and training.

Injuries

Suspect injuries were up from 2014 however comparable with 2013. In 2015 there were twenty nine (29) injuries to suspects however the vast majority were minor abrasions or lacerations. There were no serious injuries reported as a result of use of force. The injuries to suspects in previous years were as follows: 2014: fourteen (14), 2013: twenty seven (27), 2012: seventeen (17). Additionally, consistent with previous reports in twelve (12) cases the Taser probe only needed to be removed and are not reported in the injuries, as it is a mechanism of force used. Ten (10) of the injuries were likely caused when the suspect was taken to the ground by physical force or as a result of taser usage, which is in compliance with our policy. Three (3) of the injuries reported were not actually a result of the use of force. One being preexisting, one occurring during the fight which officers stopped and one the result of brush the suspect was hiding in. In sixteen of the cases where injuries occurred, alcohol and/or narcotics were involved or the subject was emotionally disturbed.

Injuries to officers were down dramatically from the twenty three (23) in 2014 to ten (10) in 2015. This figure is more consistent with 2013 and 2012, where ten (10) and eleven (11) officers were injured respectively. This is likely resulting from the use of the Taser as the preferred method over the use of physical force, which is shown by the decrease in the use of physical force in 2015. One of those injuries was a serious back injury that resulted in weeks of time loss from work.

Subjects of Force

Ninety six (96%) of the subjects force was used on were male with only six (6) out of the hundred and two (102) being female. Comparable to 2014, 31% of the subjects were believed to be under the influence of drugs or alcohol. Although the encounters involving emotionally disturbed persons (EDP) remained constant at 17 and 18 respectively in 2014 and 2015, the proportion to the overall use of force increased. This represents over 16% of the subjects in 2015 where it was only 10% in 2014. The breakdown by race of the subject is depicted in the following table:

Year	Black	White	Hispanic
2015	50%	32%	18%
2014	47%	48%	5%
2013	44%	51%	6%
2012	46%	45%	8%

The increase in use of force related to Hispanic subjects is believed to be related to more accurate reporting of ethnicity rather than a dramatic increase in population. It should be noted that the Hispanic population within the city is believed to have increased dramatically in recent years although difficult to accurately determine since many are believed to be undocumented. When comparing the percentage of use of force to arrest data, the 18% is below the 28% of persons arrested with Hispanic origin. The review of individual use of force incidents does not indicate any disparate treatment of anyone based on race or ethnicity.

Conclusion

The dramatic reduction in the use of force in 2015 is believed to have resulted from officers' serious consideration of the need to use force and showing greater restraint. It should be noted that body cameras were implemented in 2015 which may have improved the behavior of the subjects and deterred the need for force.

A review of each use of force incident shows that the officers are using force appropriately and the supervisors are reviewing each incident. Any individual incidents where there was a concern have been discussed with the officer at the shift level or with retraining. There have been no serious violations of policy. Analysis of the data does not trigger any warnings signs or concerns. The majority of the injuries are minor abrasions or lacerations from being taken to the ground or resisting arrest while on the ground. The minor nature of the majority of injuries as well as the dramatic reduction in the use of force incidents shows officers are taking their responsibilities to use the least force necessary seriously. It is determined that the overall use of force by officers of this department is appropriate and justified.

A review of the policies and procedure found no deficiencies. It is determined that the policies are adequate and do not need further revision as a result of this review, however, changes may be considered as a result of overall changes suggested in recent studies by PERF, IACP and others. The tracking and review of use of force incidents appears accurate and complete.

2015 Pursuit Analysis

Per Norwalk Police Directive 4.7, all pursuits were reviewed by the supervisor and the Deputy Chief of Operations. All reports and actions were reviewed by the shift supervisor. The shift supervisor forwarded a pursuit synopsis to the Deputy Chief of Operations.

During 2015 there were fourteen (14) pursuits, which is consistent with the last few years where there were ten (10) in 2014 and fourteen (14) in 2013. Three of the pursuits were assisting other jurisdiction that came into Norwalk. The majority of pursuits occurred after 2100hrs with six occurring on third platoon and six occurring on first platoon. Only two pursuits occurred during second platoon where there is the heaviest vehicle and pedestrian traffic. The late evening hours of the majority of the pursuits allowed for safer conditions to pursue. Five were slow speeds and seven were very short.

A review of officers involved in the pursuits did not raise any concerns. Two officers were determined to be primary officers in two pursuits. Of the two pursuits Officer Mosher was primary in, one he located a suspect vehicle of a citizen complaint and the second was a proactive DUI stop. Of the two pursuits Officer Figueroa was primary officer in one was very short on proactive motor vehicle enforcement and the other he located a larceny suspect. Officer Figueroa was secondary officer in a third pursuit, which was to assist another agency that was pursuing a vehicle entering Norwalk. These pursuits did not have show any patterns or raise any concerns.

All but one pursuit in 2015 was determined to be within policy. The one that was not in compliance was the short pursuit of a dirt bike on narrow and winding roads. That pursuit was terminated by the shift supervisor and the officer was counseled.

2015 Internal Investigations Annual Review

IA Case: 2015-01, Date Opened: June 02, 2015 Type: Excessive Force and Failure to Provide Medical Attention

The complaint was filed 10 months after arrest against one officer and the investigation was expanded to include two additional officers who assisted in the arrest. Officers had responded to a shooting scene on August 15, 2014. The intended target of the shooting was interfering with a search for possible victims and suspects and was subsequently arrested. The father of the arrestee objected to the arrest and physically attacked the arresting officers. The father was then arrested with minimal physical force which did result in a minor abrasion on the forearm. The wound was cleaned, treated and bandaged by officers at Headquarters. There was no evidence that the officers used excessive force in the arrest. The officers adhered to Connecticut Statute 53a-22 and Norwalk Police Directive 11.1.3. Medical aid was provided as required by Directive 11.1.15. The complainant claimed shoulder and neck injury but made no mention of pain to any officer while in custody and only sought medical attention 2 days later. Police video showed the complainant had full function of his arms, neck and upper torso. No disciplinary action was taken as there were no violations of the Department Policies and Procedures occurred.

Findings: Closed with a finding of Unsubstantiated.

IA Case: 2015-02, Date Opened: August 17, 2015, Type: Assault

The complaint was that an off duty police officer assaulted the complainant and uttered a racial slur. There was no evidence or injury to support the allegation of assault. A witness verified the off duty officer's account of the short verbal disturbance and that the off duty officer retreated away from the complainant. That witness did not hear any racial slur. Two additional witnesses who could hear the verbal disturbance but not see the off duty officer and complainant also verified that they did not hear any racial slur(s) exchanged. The off duty officer never identified himself as a police officer. He was not wearing a badge or any clothing that would have identified him as an officer. He did not have a gun with him. The complainant admitted hitting the officer's personal vehicle. The officer stated and the witness verified that the complainant was walking recklessly into traffic while using a hand held electronic device or "smart phone" with ear buds. There were no violations of Connecticut statutes. There was no violation of the Department Manual, Conformance to Laws – Rule of Conduct 4.2, Unbecoming Conduct 4.16, Demeanor 4.24 or Violation of Rules 4.1.

Findings: Closed with a finding of Unfounded.

Analysis of Complaints

One complaint was filed against Norwalk Police Officers with the allegation that excessive force was used to make an arrest. The allegation was unfounded. By comparison, 2014 had 2 complaints of excessive force, 2013 saw one complaint of excessive force and 2012 also had 2 complaints of excessive force. The officers use force in response to aggression and there does not appear to be a pattern of excessive force by Norwalk Officers. The Department's use of force policy and procedures are continually reviewed and updated and there is no need to change those in reaction to or in regard to the complaint.

The second complaint alleged assault by an off duty police officer. The Department Manual does address off duty actions and behavior but no violations had been committed. The officer was aware of and is familiar with the Department's policy in that regard. An investigation was ordered, at the discretion of the Chief, to determine if the officer's actions were or were not in violation of policy and law. No violation was found. In 2014 there was one off duty incident investigated. In 2013 there had been 2 investigations into the actions of off duty officers and one in 2012. The Police Manual is very clear as to the rules of conduct, both on duty and off duty, and do not require alteration.

The sections of the Department Directives and the Police Manual reviewed for possible violations during 2015 were:

Investigation 2015-01-IA

Directive 11.1.1 – Use of Force General Guidelines

Directive 11.1.4 – Reasonable Non Deadly Force

Connecticut General Statute 53a-23 – Use of physical force to resist arrest not justified

Directive 11.1.15 – Rendering Medical Aid After Injury

Investigation 2015-02-IA

Section 4.1 – Violation of Rules

Section 4.2 – Conformance to Laws

Section 4.16 – Unbecoming Conduct

Section 4.24 – Demeanor

Connecticut General Statutes:

53a-61 – Assault in the Third Degree

53a-181 – Breach of Peace

53a-181a – Creating a Public Disturbance

53a-181k – Intimidation Based on Bigotry or Bias in the Second Degree

53a-181l – Intimidation Based on Bigotry or Bias in the Third Degree

53a-182 – Disorderly Conduct

There are no discernible patterns or trends uncovered by the internal investigations.

Biased Based Profiling

There were no complaints of bias based profiling of motorists in 2015.

Conclusion

An analysis of the data does not show any warning signs, trends or areas of concern. Not all complaints rose to the level to require an internal affairs investigation and the majority of complaints are handled by patrol or investigative supervisors. In 2015 there were 27 citizen complaints, 3 of which resulted in counseling for the officer. It is the policy of this department to investigate all complaints of alleged employee misconduct and to equitably determine whether the allegations are valid or invalid and to take appropriate action. All allegations of

departmental or officer misconduct shall be properly investigated whether such complaints are received verbally, in writing, through a third party, or anonymously.

In 2015 Norwalk Police Officers responded to 57,974 calls for service. They made 2,355 arrests and issued 5,153 citations. Taking into account the sheer number of officer encounters with citizens with the comparatively low number of substantiated complaints, it appears that the officers are familiar with and adhere to the Norwalk Police Manual and Directives.

A review of policy and procedures in the Norwalk Police Department Directive 2.8 which identifies Internal Affairs protocol are efficient and accurate. No change or modifications are recommended at this time.

In January 2015 procedures and Directives were changed in accordance with the collective bargaining agreement between the City and Police Union.

Norwalk Police Directive 2.8.1

Purpose and Policy

The purpose of this policy is to inform employees and the public of departmental procedures for addressing complaints of misconduct.

It is the policy of this department to investigate all complaints of alleged employee misconduct and to equitably determine whether the allegations are valid or invalid and to take appropriate action. All allegations of departmental or officer misconduct shall be properly investigated whether such complaints are received verbally, in writing, through a third party, or anonymously.

2015 Grievance Analysis

There were 2 official grievances filed by Union members of AFSCME Council 15 against the Norwalk Police Department and City between January 01, 2015 and December 31, 2015. Grievances are kept in both the Union office and Chief's office.

15-1: Articles 19, 20, 27, and 28 – Filed by Officer Anthony Santo on March 19, 2015 in regard to his termination of employment with the Police Department. The grievance was denied by the Chief and it was sent to the Connecticut Labor Board of Mediation and Arbitration. A preliminary hearing was held on November 18, 2015 to determine the validity of the internal investigation timeline. Grievance remains active.

15-2: Article 11 Medical Insurance Benefits – A class action grievance filed by Sergeant David Orr in his capacity as Union President. The insurance premium cost share for Local 1727 was set at 13% in the bargaining agreement between the City and Local 1727. The union members were being charged a cost share above 13%. Also, the open enrollment option did not have a default option (no change) and every member was required to complete an open enrollment selection. The City immediately settled and reverted to the 13% cost share.

Grievance Analysis: In 2015 there were five articles of the Collective Bargaining Agreement grieved, three of substance; Article 11 Medical Insurance Benefits, Article 19 Disciplinary Action, Article 20 Grievance Procedure, Article 27 General Provisions and Article 28 Savings Clause.

Grievance 15-1 remains unsettled. The Chief of Police had cause to terminate an officer's employment with the Department based on an internal investigation and violations of the Police Manual. The Chief acted within the guidelines of Article 19, Section 1 in terminating the officer. Article 19, Section 5 provides the agreed upon timeline for an internal investigation. The investigation was delayed by agreement between the Union, the officer and the previous Chief. The investigation was conducted on a timeline laid out in that agreement.

Grievance 15-2 was settled quickly when the error was brought to the attention of the Director of Personnel and Labor Relations.

In comparison, in 2014 there were 6 grievances responded to quickly by the Chief in the first step response. None of the grievances progressed to the second or third step, having been settled following the first response. In 2013 there were 4 grievances filed, one in regard to reassignment of duties to the Special Victim Unit and 3 in related to compensation for education incentive pay. In 2012 there were 5 grievances, two for education benefits, and one each for extra work, disciplinary action and grievance procedures. 2011 saw 8 grievances, two related to overtime, two for pension benefits, and one each for use of sick days, disciplinary action, wages and overtime.

A review of the Norwalk Police Directives as well as the Collective Bargaining Agreement showed that the policies and practices that are in place at this time prove to be effective and fair and no changes in policy or procedure are recommended at this time.

Lawsuits filed against the PD in 2015			
Date Received	Type of Complaint	Status	Final Disposition
10/02/15	Peter Little (Vicious Dog)	Open	
10/03/15	Pablo Gomez (Excessive Force)	Open	
12/07/15	Mclynn Cadiente (Vicious Dog)	Open	
01/06/15	Scott Cooney (Excessive Force)	Open	
01/05/15	Roylee Nixon (Excessive Force)	Open	
02/04/15	Ernest Sainvilus (Excessive Force)	Open	
04/09/15	Harry Francois (Civil Rights Violation)	Open	
Lawsuits Instituted prior to 2015 and closed in 2015			
Open Lawsuits instituted prior to 2015			
07/15/13	John Flynn (Small Claims)	Open	
02/04/14	Andre Cayo (Excessive Force)	Open	
07/24/14	Cody Greene (Excessive Force)	Open	
10/16/14	Scott Huminski (Civil Action)	Open	
09/11/14	Deonnodre Lofton (Excessive Force)	Open	

*Lawsuits are recorded based on fiscal year and not the calendar year.